

# STATE

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March 2018

# MAGAZINE

Discover what makes 2017's  
FSN award winners exceptional

Standing up for women's  
rights in Pakistan

# Harassment



Tap Headlines To Navigate

## Features

### Focusing on Workplace Harassment

How the Department is working to eliminate sexual harassment

*By Deputy Assistant Secretary Steve Walker*

### Women and Science Diplomacy

Meet the women leading the charge

*By Kirsten Bauman*

### Karachi Champions

Standing up for women's rights in Pakistan

*By David Bargueño*

### Post of the Month: Hermosillo

Consulate confronts great promise and striking complexities

*By Henry Baker*

### Profiles in Excellence

Discover what makes 2017's FSN award winners exceptional

*By Zach Abels*

### The Most Dangerous Game

One epic manhunt and the future of Mongolian border security

*By Jeremy Weinstein*

### Roadmap to American Universities

EducationUSA paves way for study in the States

*By Sydney Smith*

### PD Advisory Commission Celebrates 70 years

Information, messaging and the art of statecraft

*By Jennifer Rahimi*

## Columns

Appointments

Lying in State

In the News

In Brief

In Memoriam

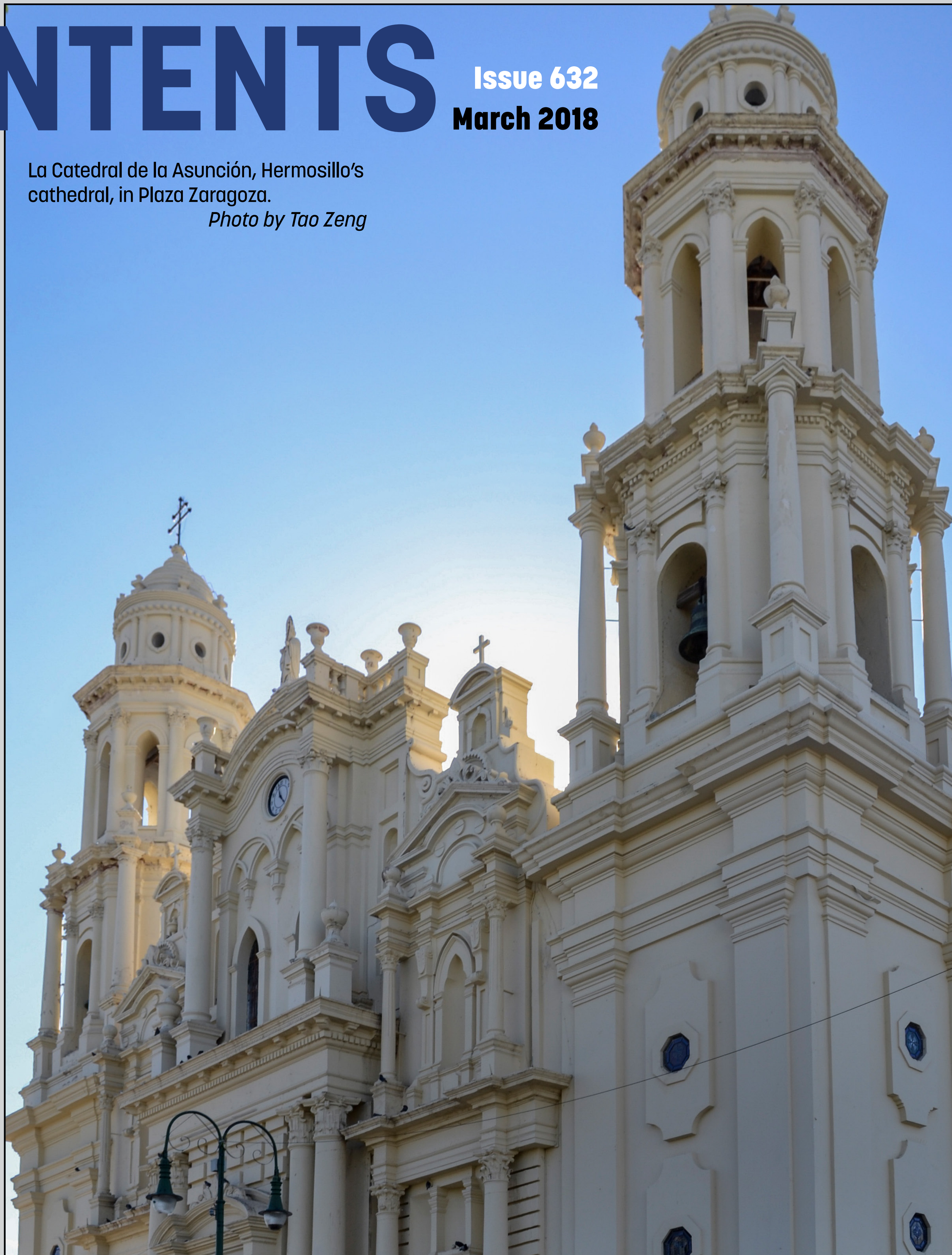
Diversity Notes

Retirements

End State

La Catedral de la Asunción, Hermosillo's cathedral, in Plaza Zaragoza.

*Photo by Tao Zeng*



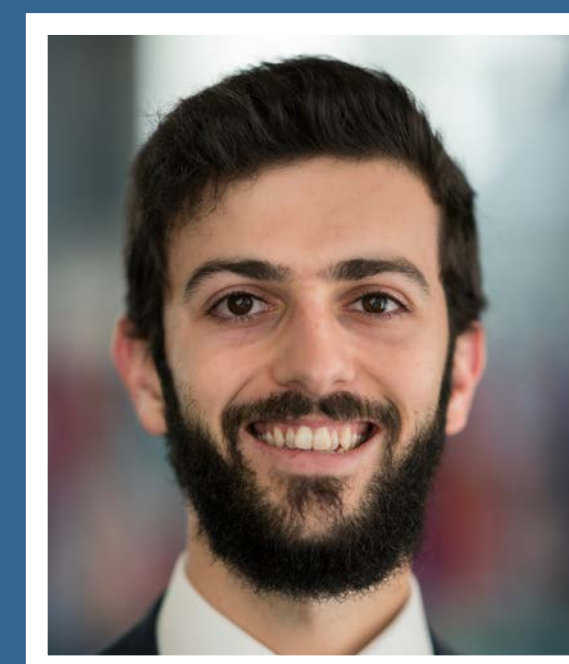


# STATE

## MAGAZINE



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*State Magazine* does not purchase freelance material.

### Deadlines

The submission deadline for the **May issue** is **March 20**.

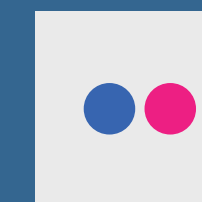
The deadline for the **June issue** is **April 20**.

### Editorial Contributions

Unsolicited artwork and manuscripts are not accepted, and publisher assumes no responsibility for return or safety of unsolicited artwork, photographs, or manuscripts. Query letters may be addressed to the deputy editor or [statemagazine@state.gov](mailto:statemagazine@state.gov)

Post of the Month maps are produced by the  
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**[oig.state.gov/hotline](http://oig.state.gov/hotline)**







Workers with the Lusaka-based water purification manufacturer Pharmanova place labels on bottles of Klori-Safe chlorine solution.  
Photo courtesy of USAID/Pharmanova

By Janet Deutsch

*Janet Deutsch is the public affairs officer at Embassy Lusaka.*

↑ Return

## Mission Zambia Fights Cholera Outbreak

Mission Zambia joined the fight against a cholera outbreak that has so far claimed the lives of 70 people in the nation's capital, Lusaka. The Centers for Disease Control and Prevention (CDC) and USAID have long-standing programs in Zambia to fight HIV/AIDS, tuberculosis, malaria, and child and maternal death. When asked by the Zambian government to assist with the cholera effort, U.S. agencies quickly mobilized. Cholera cases have dropped as a result.

USAID has contributed liquid chlorine to treat 280 million liters of water, enough to meet the drinking needs of 620,000 people for one month. USAID also provides oral cholera vaccinations that have reached large portions of Lusaka's affected areas; flyers on prevention, care and treatment of cholera; and GIS maps using cholera-specific data. CDC immediately mobilized eight Atlanta-based cholera experts to Zambia, provided laboratory supplies, tested household drinking water, trained health care staff and assisted with water monitoring systems.

As clean water is essential for long-term control of cholera, Embassy Lusaka has highlighted the \$355 million Millennium Challenge Corporation (MCC) Compact to improve access to safe drinking water, sanitation services and solid waste management, expected to benefit 1.2 million people in Lusaka. During this immediate cholera crisis, MCC contributed staffing, transportation and computer tablets to local government partners and to the CDC for training and water-quality monitoring.

Ambassador Dan Foote held his first TV interview in the midst of the outbreak and framed the cholera response as a continuation of the U.S. commitment to its partnership with Zambia. At the peak of the outbreak, the Zambian government closed schools and markets and banned public gatherings. Now, just weeks after U.S. mobilization of resources, the Zambian government has announced decreases in new cases and relaxed cholera-related restrictions. ■





By Wendy Green

*Wendy Green is a career development officer in the Bureau of Human Resources.*

# HR Launches Professional Development Program

In December 2017, the Bureau of Human Resources launched the Professional Development Program (PDP) for Foreign Service generalists. To be phased in over the next eight years, the PDP will ultimately replace the Career Development Plan (CDP). Through 2025, Foreign Service officers considering opening their window for promotion into the Senior Foreign Service (SFS) may elect to either meet all the CDP requirements or all PDP requirements.

The PDP is designed to enhance leadership, broaden professional development and deepen the experience and skills of employees throughout their careers. The PDP will help ensure that Senior FSOs have the demonstrated skills and experience needed to lead in the field and in Washington. It will also help the Department meet evolving service needs at various grade levels and at historically difficult-to-staff posts.

The PDP's four principles are: operational effectiveness, including a breadth of experience over several regions and functions; leadership and management effectiveness, with an emphasis on supervisory and management experience; professional language proficiency, with a requirement that generalists test at the 3/3 level any time after tenure; and responsiveness to service needs, including the requirement for service at high-differential and danger posts.

The PDP, along with a number of related resources, is available on the Bureau of Human Resources [website](#). FSOs are encouraged to reach out to their career development officer for more information or to email [careerdevhelpdesk@state.gov](mailto:careerdevhelpdesk@state.gov) with any specific questions about either the CDP or the PDP. ■





David Andrade walked Algerian children through a basic drawing exercise before moving on to a more complicated flip-book tutorial.  
Photo by Embassy Algiers

By Leah Boyer

*Leah Boyer is an assistant cultural affairs officer at Embassy Algiers.*

## From Comics to Commerce in Algeria

The U.S. Embassy in Algeria is using art to bridge the gap between creativity and commerce. It has launched a series of programs and partnerships to jump-start entrepreneurship in the arts, forge new American-Algerian business ties and empower Algeria's civil society.

In October, the embassy hosted a speaker sponsored by the Bureau of International Information Programs (IIP): Emmy-nominated animator and entrepreneur David Andrade. Andrade was the star of the post's convention booth at the Festival International de la Bande Dessinée d'Alger, the pre-eminent comic book convention in the Middle East. Andrade is best known for his computer animation work on "Life of Pi" and "The Man in the High Castle," but he also co-founded Theory Studios, the world's first virtual animation company.

During his visit, Andrade held multiple workshops, galvanizing students and young professionals interested in careers in animation. Andrade's presentations highlighted how computer animation could be a career option for young artists and computer-savvy Algerians, whom he described as having "infectious" energy. He also held business-development workshops alongside his technical presentations and shared his experiences co-founding Theory Studios. Throughout a week of constant engagement, Andrade built business connections with artists and technical education institutes, and demonstrated how tech-entrepreneurialism could tear down traditional barriers for young Algerians. These barriers include geography, market access and a general aversion to risk. Andrade was invited by the Algerian government to return to Algeria this spring to continue the conversation.

"From a business perspective, we're connecting with local art schools on the ground to keep the dialogue going," he explained. "From here we'll slowly grow a new, young talent that will be brave at telling their stories." ■

↑ Return





By Kristin Smith

*Kristin Smith is a cultural affairs officer at Embassy Beirut.*

## Embassy Beirut Uses MLK Day to Champion Human Rights

In commemoration of Martin Luther King Jr. Day, Embassy Beirut partnered with AMIDEAST Lebanon to host five English Access Microscholarship classes for a speaking event and activity on Martin Luther King Jr. and human rights. Young English-language learners from throughout Lebanon engaged in lively debates on the definition of human rights, how to protect them, and how to use them as tools to promote fair and free societies.

Approximately 80 participants attended. Julian Ciampa, a human rights officer, and Shawn Tenbrin, a Middle East Partnership Initiative officer, discussed Martin Luther King Jr.'s contributions to the Civil Rights Movement and the broader struggle for international human rights. The speakers then conducted an exercise in which students were asked to form groups based on whether they determined certain rights to be inalienable. This exercise promoted critical thinking and revealed student opinions on how, when and why human rights can and should be violated or limited. Students exhibited a wide range of opinions and were able to have constructive, well-reasoned debates to justify their choices.

While leaving the event, one student remarked on the value of the workshop, saying, “We were able to show our opinion and express thoughts we were not able to before. We learned new information about how to use our rights.”

“Martin Luther King Jr. is a symbol of equality and human rights,” said another student. “This session helped us know more about him and other important characters who played important roles in changing history, not only in the USA, but also worldwide.” Embassy Beirut will amplify these themes of freedom and fairness during its upcoming Black History Month programming. ■

↑ Return



# Diversity Notes

GREG SMITH  
OFFICE OF CIVIL RIGHTS



## Respect and Dignity for All

In our February Diversity Notes column, we began a three-part series on workplace harassment as a reminder of the Department's anti-harassment policies and procedures. We would like to continue the discussion this month, as a follow-on to Secretary of State Rex Tillerson's remarks on the importance of respect and dignity for our colleagues, and the seminar hosted by the Office of Civil Rights (S/OCR) on anti-harassment, which are both available for viewing on BNET.

Over the past couple of years, S/OCR has seen an uptick in the number of reports of discriminatory and sexual harassment. In FY 2016, S/OCR received 365 reports of harassment, and in FY 2017 the number increased to 483. It is important to note that some reports are duplicative due to multiple individuals reporting the same allegation, and not all reports involve behavior that is sexual in nature. S/OCR believes that the increasing number of reports is the result of S/OCR's preventative efforts to inform employees and supervisors about the Department's anti-harassment reporting requirements, rather than a result of more people engaging in inappropriate conduct.

As a preventative effort to avoid incidents of discrimination and harassment in the workplace, S/OCR has made it a practice to conduct global Equal Employment Opportunity (EEO) training. As you may have recently heard from the secretary, EEO and anti-harassment training will now be mandatory for all employees. This new mandate will help to ensure that management and employees are aware of their rights and responsibilities in the workplace. S/OCR trains employees, across all levels and geographic regions, on the importance of maintaining a workplace that is free of discrimination and harassment. Our team provides required training to everyone from interns to ambassadors throughout the course of their careers. You may remember taking EEO training during your initial orientation session or during one of the many leadership courses at FSI. Many employees have also had an opportunity to receive training at post from our S/OCR team.

One of the key takeaways from the anti-harassment training is the Department's mandatory reporting requirement. All supervisors and responsible management officials have an obligation to report to S/OCR any harassment that they witness, are aware of or suspect is happening. We have found that having a centralized location for all harassment reports allows the Department to assess trends of recidivism and activity based on regions/bureaus. Furthermore, a central location ensures that the response is consistent. Finally, S/OCR can assess whether a specific bureau, office or post needs anti-harassment training, or whether there is a pattern of misconduct by a specific individual. We find that an ounce of prevention is worth a pound of cure.

To inquire about EEO training or to report harassment, please contact S/OCR. ■



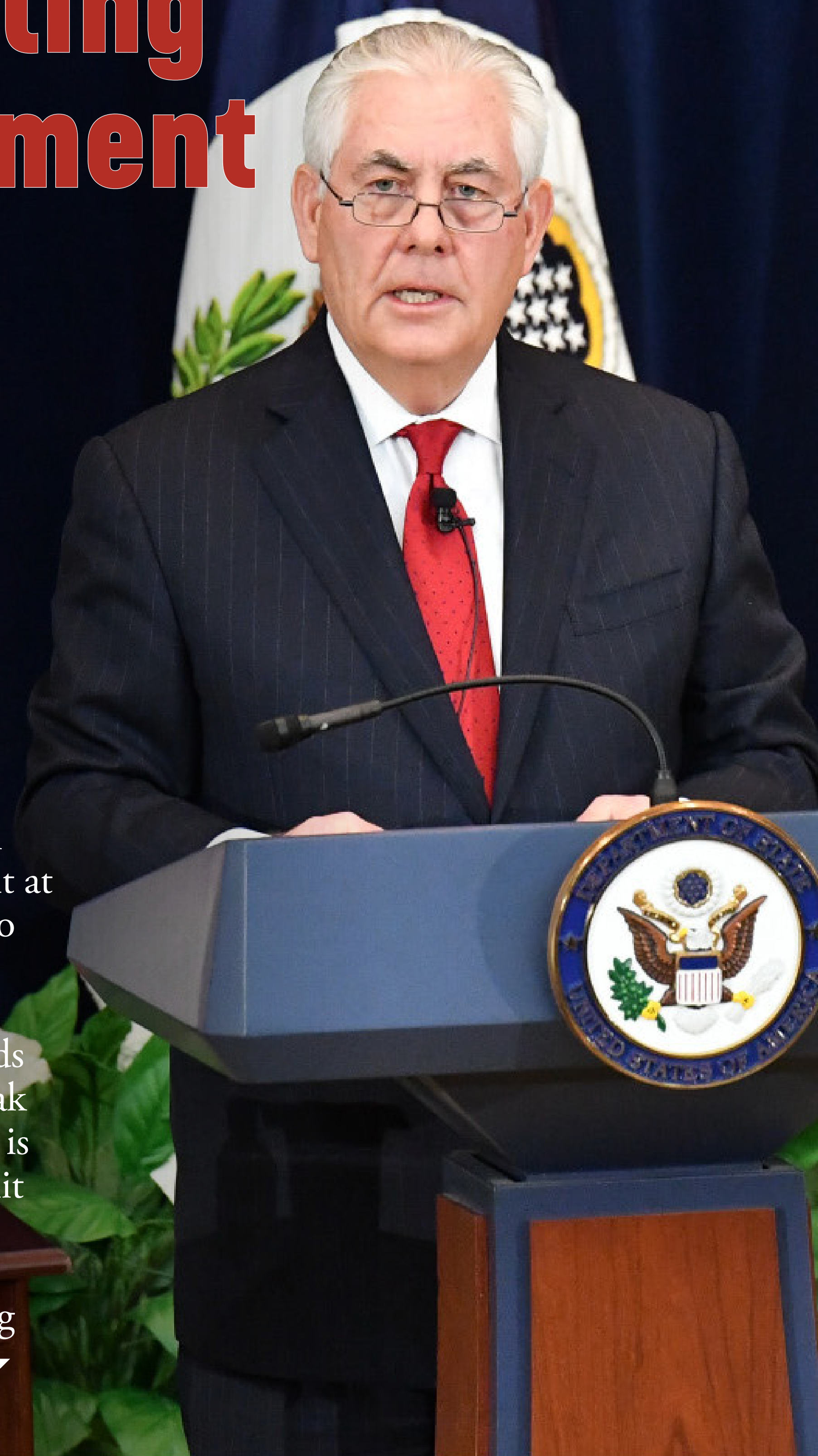
# Department Leadership Focuses on Combating Workplace Harassment

**"Harassment and abuse have no place in a nation founded on the ideals of individual liberty and the pursuit of happiness, and it can have no place in this organization, our State Department. Not here in Washington, not at post abroad. Nowhere."**

**- Secretary of State Rex Tillerson**

In the wake of recent harassment allegations raised against public figures, I wanted to take this opportunity to remind all Department personnel that any form of workplace harassment at the Department of State will not be tolerated. Individuals who engage in such behavior will be held accountable.

As an organization, our greatest asset is our people. We must support one another and hold each other to appropriate standards of conduct. I encourage you to look out for your colleagues, speak up if you witness unwelcome behavior, and report anything that is illegal or violates Department policy. I expect everyone to commit to the highest level of professionalism and respect for their team. To Department leaders, I call on you to set the tone and model the utmost professional behavior. No one is exempt from treating people with the respect and dignity that we all deserve. | *Cont.* | ▼





Anyone may report harassment at any time. Supervisors and other responsible Department officials must report all incidents of sexual and discriminatory harassment to the Office of Civil Rights (S/OCR) as soon as they become aware of an incident. In certain specific cases, detailed in 17 STATE 30412, the head of a bureau, post, or other office must also report an allegation of sexual harassment to the Office of Inspector General. Pursuant to 3 FAM 1525/1526, S/OCR will investigate and address allegations of harassment. Allegations of sexual assault that fall within the Department's sexual assault policies at 3 FAM 1710/1750 will be investigated by Diplomatic Security's Office of Special Investigations (DS/DO/OSI) and/or the OIG, in addition to local law enforcement, as appropriate.

Those who report harassment will be protected from acts of retaliation. Both the law and Department policy prohibit retaliating against individuals who report discriminatory or sexual harassment or sexual assault or who participate in a harassment or sexual assault investigation. Accordingly, anyone who retaliates against another for reporting harassment or participating in a harassment investigation will be held accountable and may face disciplinary action up to and including termination.

We are all able to carry out our mission more effectively and with more enjoyment in a workplace free of harassment.

**"Respecting the fundamental dignity of every human being is integral to the success of our people, our nation, and our diplomatic work here and abroad."**

**- Secretary Tillerson**

Secretary Tillerson delivers remarks on the value of respect to employees at the Department of State in Washington, D.C., on Jan. 12.

*State Department Photo*







**"What makes our country great is that we are constantly striving to achieve our aspirations. This process includes each of us as individuals working on our own self-improvement, recognizing our lives are enriched when we embrace the diversity within our nation and within the ranks of our own colleagues here at the State Department."**

**- Secretary Tillerson**

Secretary Tillerson speaks with members of the Office of Civil Rights during a Feb. 22 visit. *Photo by Michael Gross*



# Frank Talk About Workplace Harassment

By Deputy Assistant Secretary Steve Walker

**R**ecent events in the news have catalyzed a national conversation on the issue of sexual harassment. The #MeToo social media campaign, serial revelations of sexual misconduct by public figures and newly empowered survivors speaking up have made it abundantly clear that sexual harassment continues to be a serious workplace issue. Sexual harassment is against the law (the Department of State's policy on sexual harassment is in 3 FAM 1525).

Secretary of State Rex Tillerson has communicated firmly that the Department will not tolerate sexual harassment in any form and reiterated that employees who engage in sexual harassment will be held accountable and may be subject to disciplinary action. Everyone working at the Department is a valued and respected member of our team. Behavior that demeans and degrades others is abhorrent. This article shares some candid thoughts about sexual harassment and other inappropriate sexual misconduct and how important it is that we work together to eradicate it.

Sexual harassment includes a broad spectrum of unwelcome behaviors, from predatory looks to inappropriate comments or touching, to sexual assault. What all of these have in common is that they often have little to do with sex and a lot to do with power. These behaviors deprive employees of a healthy work culture, in which they are treated as equals and respected for their abilities and contributions. Repeated, unwelcome comments about the appearance of colleagues—whether to others or to the subject employee him or herself—aim to diminish their dignity. They reduce, and are intended to reduce, a valued employee to

| *Cont.* | ▼

**"It's that culture of respect that the Secretary and I and the senior leaders of the department want to work with you to advance—a workplace where all employees feel valued, unencumbered, and confident in carrying out their important roles in support of our mission."**

**- Deputy Secretary of State John J. Sullivan**



Deputy Secretary Sullivan addresses employees during the Office of Civil Rights' Jan. 11 [Harassment in the Workplace Seminar](#). Pictured from left to right: Deputy Secretary Sullivan, Attorney Advisor Pamela Britton (S/OCR), Deputy Assistant Secretary Steve Walker (DGHR), Supervisory Special Agent Jason Kephart (DS/OSI).

*State Department photo*



the subject of ridicule. Employees who intentionally stand uncomfortably close to other employees, or ostentatiously do top-to-bottom visual assessments (“elevator eyes”), wrongfully touch, or persistently ask colleagues out are operating under the mistaken assumption that certain colleagues are entitled to a safe and productive workplace but others are not. This is unacceptable. Period.

Sexual harassment, as well as bullying, discrimination and other corrosive workplace behaviors most directly affect victims, but we all suffer when they occur. Sexual harassment that goes unaddressed erodes morale and negatively affects our ability to achieve our mission. It is not enough to demand an end to sexual harassment. We need, together, to actively work to eliminate it.

Secretary Tillerson in his Jan. 12 remarks on respect, and in the statement on sexual harassment he issued on Feb. 13, made known to all employees his expectations about professional behavior. In these remarks, he denounced sexual harassment as the objectionable, morale-eroding misconduct that it is. In his opening remarks to the Jan. 11 panel discussion on harassment, Deputy Secretary John J. Sullivan impressed upon the Department’s senior leaders their critical role in addressing sexual harassment and ensuring that perpetrators are held responsible for their actions.

Managers and supervisors should regularly discuss with their staffs that they will not put up with sexual harassment and make clear that they will immediately take action when they receive reports of any form of harassment, including reporting them, as is required, to the [Office of Civil Rights](#) (S/OCR). Employees who believe they are victims of sexual harassment should report it to S/OCR and their supervisors immediately. Employees who report harassment will be protected from retaliation. | *Cont.* | ▼



Deputy Secretary Sullivan addresses employees during the Office of Civil Rights’ Jan. 11 panel discussion.  
*State Department photo*



Deputy Secretary Sullivan addresses employees during the Office of Civil Rights' Jan. 11 panel discussion. *State Department photo*

**“[W]e stand together against any act of harassment—any act of disrespect.”**

**- Deputy Secretary Sullivan**



We are all familiar with the phrase, “See something, say something.” Any Department employee who encounters harassment should do just that. A recent [article](#) in the Washington Post by Elizabeth Svoboda suggests that subtle intervention can go a long way in supporting potential victims and even preventing instances of harassment. Colleagues can make pre-emptive moves or shift the focus of a conversation, so that a potential victim is not left feeling alone. Svoboda argues that employees should resist the urge to view harassment as “normal” or “par for the course.” Changing the culture around harassment requires taking a bold stance, protecting those who report harassment, creating allies and effectively addressing reports of inappropriate behavior. It is not just a responsibility of leadership or senior management, but of all employees.

Department employees who harass other employees or who engage in sexual misconduct are held accountable. For example, from October to December 2017, eight employees were disciplined or proposed for discipline for inappropriate comments and/or unwelcome physical contact. One supervisor was disciplined for failing to report an incident of unwelcome sexual contact experienced by a subordinate. One of the reasons a perception of inaction by the Department exists is because, for privacy reasons, officials cannot speak in detail about disciplinary actions taken by the Department. Letters of Reprimand and suspensions and other disciplinary actions are usually not broadly visible. Because they are not aware of the consequences, some employees may believe that misconduct, including sexual harassment, is not addressed. To remedy this, HR has begun issuing, via ALDAC and Department Notice, [quarterly summaries](#) of disciplinary actions that were taken during these three-month periods. Although the information provided in these cables will be sanitized for privacy, the intent is to assure employees that the Department takes accountability for misconduct very seriously.

Additionally, last spring MED, HR, DS, S/OCR and L collaborated to clarify and improve the way the Department deals with sexual assault. These procedures were codified in two new FAM sections on sexual assault (3 FAM 1710 and 3 FAM 1750). As a follow-on, in July, the Department also revised the “Table of Penalties” for both Foreign Service and Civil Service employees (3 FAM 4377 and 3 FAM 4540) to, among other things, attribute actionable misconduct

to the dereliction of managerial and supervisory duty by neglecting to carry out personnel management responsibilities, including failure to report allegations of sexual or discriminatory harassment, or failure to address a toxic workplace. If you are aware of a supervisor who you believe has created or is tolerating a workplace that allows sexual or discriminatory harassment, contact [S/OCR](#).

The Department has strong anti-harassment policies and procedures and effective mechanisms in place to support those who experience harassment. However, the ultimate protection against harassment is our shared commitment to create a workplace where it doesn’t happen. Everyone needs to help cultivate that workplace. Please do not hesitate to reach out to DGHR or S/OCR for information and resources as we work together to eliminate sexual harassment at the Department of State.

■ *Steve Walker is the deputy assistant secretary in the office of the Director General of the Foreign Service and Human Resources.*

## Definition of Harassment

Unwelcome behavior that has a nexus to a protected EEO category, that is sufficiently severe or pervasive to interfere with one's ability to do his/her job.

- Intent does not matter
- Reasonable person standard


## Reporting Harassment

**S/OCR Web:** <http://socr.state.sbu>

**Link:** <https://intranet.web.ses.state.sbu/socr/default.aspx>

**Telephone:** 202-647-9295 - ask to speak to an attorney





# WOMEN AND SCIENCE DIPLOMACY

Meet the women leading the charge

By Kirsten Bauman

**S**cience and diplomacy share a long history. Scientists and diplomats alike throughout the centuries have embraced a curiosity of the unknown, a commitment to share and expand knowledge, and a desire to forge partnerships that result in brighter futures. In fact, Benjamin Franklin linked science with diplomacy at the Department of State's founding. His legacy lives on through the Department's continued efforts to cultivate diplomats well versed in the sciences and scientists fluent in diplomacy. Today, a cadre of women are leading this charge. | *Cont.* | ▼

Lekisha Gunn in front of the Vienna International Centre, the United Nations headquarters in Vienna, Austria, in December 2017.

*State Department photo*



There are currently 618 employees with Ph.D.s serving in the Department in some capacity, of which 247, or 39.9 percent, are female. We are scientists in fellowship programs such as the American Association for the Advancement of Science, faculty members on sabbatical learning about policymaking, and diplomats who entered the Department with backgrounds in scientific fields or have developed an expertise during our Foreign Service careers. We serve as science attachés and advisers; regional environment officers; environment, science, technology and health (ESTH) officers; political-military officers; and in a myriad of other technical capacities in Washington and at embassies across the globe.

The U.S. Mission to International Organizations in Vienna, Austria (UNVIE), represents American interests at the United Nations offices there, which include the International Atomic Energy Agency (IAEA), the U.N. Office of Drugs and Crime, the U.N. Office for Outer Space Affairs and the Comprehensive Nuclear Test Ban Treaty Organization. In UNVIE's incubator environment, a mix of technical experts from the Department of Energy and Nuclear Regulatory Commission hone diplomatic skills alongside the Department of State's own professionals as we deepen our technical expertise. This UNVIE effort is currently led, in part, by a handful of female scientists and science diplomats, with Chargé d'Affaires Nicole Shampaine and Acting Deputy Chief of Mission Nan Fife at the helm.

Shannon Petry, Nassima Barrows and the rest of UNVIE's IAEA section collaborate with U.S. government scientists, IAEA staff and other delegations to address North Korea's nuclear program, improve nuclear safety following the Fukushima accident, enhance security of nuclear materials, and independently verify that nuclear materials and facilities are used solely for peaceful purposes. They contribute to efforts to fight the spread of diseases like Ebola and Zika through the application of cutting-edge nuclear technology, support U.S. engagement on IAEA efforts in

| Cont. | ▼



U.S. Mission to International Organization in Vienna Chargé d'Affaires Nicole Shampaine represents the United States during a Board of Governors session of the International Atomic Energy Agency in September 2017.

*State Department photo*



Public Affairs Officer Kathryn Holmgaard fields questions during the launch of the Vienna chapter of the International Gender Champions initiative at the Vienna International Centre in June 2017.

*State Department photo*



nuclear-power and fuel-cycle advancements, and provide technical support for IAEA programs to ensure the highest international standards for nuclear safety and security.

Jennifer Harwood and Lekisha Gunn, in UNVIE's U.N. affairs section, strengthen global counternarcotics efforts and the rule of law in regions vulnerable to transnational crime, illicit crop cultivation, human trafficking and corruption. To tackle the illicit opioid trade, they successfully lobbied U.N. permanent missions in Vienna to place international controls on chemicals used to manufacture illicit fentanyl. In addition, the U.N. affairs section collaborates with the U.N. Office for Outer Space Affairs and U.S. government experts to ensure legal and technical cooperation on the peaceful uses of outer space.

Based in UNVIE's arms control section, Stephanie Rodriguez and I harness the expertise of a vast pool of scientists working at laboratories across the U.S. to develop a global nuclear-verification regime under the auspices of the Comprehensive Nuclear Test Ban Treaty Organization, a provisional treaty-based organization that has detected all of North Korea's nuclear explosive tests. We are working to prevent nuclear explosive testing and reduce the threat of nuclear weapons proliferation.

Kathryn Holmgaard, Kristen Hughes and the rest of UNVIE's public affairs team packages complex science and policy issues for a diverse social media audience in order to build public support, while also serving as a bridge between U.S. and overseas scientific communities. Holmgaard, a public affairs officer, has taken her role a step further, spearheading the 2017 launch of an International Gender Champions chapter in Vienna, a leadership network that brings together Vienna-based decision makers to overcome gender barriers.

UNVIE's front office leverages America's global leadership stature to advance U.S. national security interests in multilateral settings while championing American | *Cont.* ▼



Shannon Petry at the plenary of the annual General Conference of the International Atomic Energy Agency taking place at the Vienna International Center in September 2017.  
*State Department photo*



Nuclear Security Attaché Nassima Barrows at the office of the U.S. Mission to International Organizations in December 2017.  
*State Department photo*





values and ideals. Given how poorly represented women are in scientific communities worldwide, Shampaine and Fife recognize the value of having female diplomats working on science diplomacy. In using the platform the Department has given us to amplify gender-equality messaging while advancing our foreign policy objectives, our front office empowers UNVIE's staff to confront gender stereotypes and break down barriers. America's female science diplomats, such as those at UNVIE, are encouraging other women throughout the world to muster the courage to follow their calling and realize their potential, so that they too can join global efforts to build brighter futures.

Shampaine captured this sentiment by summoning the words of Marie Daly, the first female African-American to earn a Ph.D. in chemistry: "Courage is like—a habit, a virtue: you get it by courageous acts. It's like you learn to swim by swimming. You learn courage by couraging."

I had the idea to write an article highlighting the role of the Department's women in science diplomacy when not a single female officer applied for my Vienna-based arms control position during the 2017 bidding season. If you are interested in pursuing a science policy assignment, have questions about an ESTH specialty or want to connect with other Department of State women in science diplomacy, please contact the author at [BaumanKS@state.gov](mailto:BaumanKS@state.gov).

■ *Kirsten Bauman is the arms control deputy counselor at the U.S. Mission to International Organizations in Vienna.*



Counsellor for U.N. Affairs and Acting DCM Nan Fife speaks during a side event of the annual Commission on Narcotic Drugs session at the Vienna International Centre in March 2017. *State Department photo*



# Karachi Champions

Standing up for Women's Rights in Pakistan

By David Bargeño



The consulate community wore the color orange as part of the #orangetheworld campaign associated with the 16 Days of Activism Against Gender-Based Violence.

*State Department photo*





The consulate projected orange lights on the Old Consul General Residence from Nov. 25, the International Day for the Elimination of Violence Against Women, until Human Rights Day on Dec. 10. The United Nations selected the color orange to commemorate the intervening 16 Days of Activism against Gender-Based Violence. *State Department photo*

One in three [women worldwide](#) has been beaten, coerced into sex or otherwise abused in her lifetime. That is why the United Nations General Assembly recognizes Nov. 25 as the International Day for the Elimination of Violence Against Women (IDEVAW). To underscore the U.S. government’s unwavering commitment to defending the rights of women and girls to live free from violence, U.S. Consulate General Karachi, in coordination with Mission Pakistan, developed an innovative campaign to commemorate IDEVAW and the ensuing 16 Days of Activism against Gender-Based Violence. With participation from every section in the consulate, the interagency strategy focused on three goals.

The first goal focused on amplifying the voices of “Karachi Champions Combating Gender-Based Violence.” Two months before the formal launch, the consulate and U.N. Women worked together to identify diverse heroes to

be profiled in a social media campaign. The final list of Karachi Champions included a federal senator and Pakistan’s first woman news anchor, [Khushbakht Shujaat](#); the first woman superintendent of the Sindh Police, Shehla Qureshi; an acclaimed novelist and New York Times columnist, [Bina Shah](#); a hiker and marathon director, [Samiya Rafiq](#); and a tech entrepreneur, [Jehan Ara](#).

Pakistani and American consulate staff used their iPhones to film interviews with these local heroes in police stations and women’s shelters, schools and hospitals, government and non-governmental organizations. Partnering with a local digital media company to edit the interviews as part of its own corporate social responsibility initiative, the consulate then broadcast the 16 videos, which included information on each champion’s background and organization, every day from Nov. 25 until Dec. 10 on its social media platforms. | *Cont.* | ▼



Women and young girls have since approached the Karachi Champions and consulate staff to ask: “How do I become a Karachi Champion? How can I get involved in the movement?” In turn, the Karachi Champions have praised the outcomes of the consulate’s unique campaign, which reached more than 1 million people on [YouTube](#), [Facebook](#), [Twitter](#) and [Instagram](#). The consular section now plays a one-hour compilation video of all the Karachi Champions in its waiting room, increasing the campaign’s reach. Activists said the campaign allowed them to share information on local resources for victims of gender-based violence with a larger, more diverse audience than they or their organizations would reach alone. Moreover, they valued the opportunity to describe the breadth and depth of violence in their own words. Champions explained how a surprising number of Pakistani men and women still consider gender-based violence more of a cultural tradition than a problem. The country has one of the highest reported number of “dowry deaths”—murders or suicides related to husbands’ and in-laws’ demands for increased dowries—in the world. The Human Rights Commission of Pakistan has estimated that 2,300 women have been killed in the name of “honor” over the last three years.



The second goal sought to underscore the U.S. government’s commitment to women’s empowerment. Consulate Karachi leveraged all outreach methods to raise awareness of the U.S. government’s investments to promote women’s rights as human rights. Through an in-depth press interview with [You! Magazine](#) and keynote remarks at the Aurat Foundation’s Nov.



Human rights roundtables discuss recent trends of violence against women and girls. *State Department photo*

28 event, “Orange the World: Let’s Go Together, No More Violence,” U.S. Consul General Grace Shelton focused on how the United States partners with government and non-governmental organizations to improve women’s access to education and justice. Covered in six television shows and 10 newspapers in Urdu, Sindhi and English, the press focused on USAID’s partnership with the Sindh Education Department to improve access to public schools for 42,000 girls, and on the Bureau of International Narcotics and Law Enforcement Affairs’ \$3.5 million partnership with U.N. Women to improve prevention of violence against women. The consulate also convened two human rights roundtables with representatives from media, business, political parties and civil society to discuss recent trends of, and government responses to, violence against women, such as acid attacks, forced marriages and “drive-by slashings.” Staff joined an “orange day” photo wearing orange scarves, and in partnership with U.N. Women, the consulate coordinated the projection of orange lights on the old consul general residence and the Sindh and Balochistan Assemblies.

To bring the external messaging inside the consulate, the consul general hosted lunch roundtables, and female consulate staff conducted women’s self-defense courses, two initiatives now institutionalized at post. Through a 16 Days calendar and daily newsletter called the

| *Cont.* | ▼

| 3 of 4 |



“Inside Look,” American and Pakistani volunteers shared their candid reflections on interviewing the Karachi Champions, and the consulate community learned about additional resources (an [online FSI course](#) on gender equality, relevant articles and U.N. reports, and local organizations). Pakistani staff at the consulate described their involvement in the campaign as “unprecedented” and “impactful.”

The third goal spotlighted a simple message: “Human Rights Offline are Human Rights Online.” In light of the growing influence of the internet in Pakistan, among the diaspora and across South Asia, post’s interagency team sought to bring special attention to gender-based violence in digital and online spaces, one of the core themes identified for the 16 Days by the Office of Global Women’s Issues. By sharing daily statistics on gender-based violence across social media platforms, as well as among all staff, the consulate relied on technology to scale up information sharing and community building around gender equality as a human rights priority. While highlighting the global scale of the problem—73 percent of women have endured cyber harassment, and women are 27 times more likely than men to be harassed online—the consulate also publicized local solutions, such as the women’s harassment complaint cell in the Citizens-Police Liaison Committee, National Response Center for Cyber Crime, local women’s shelters and internal U.S. government resources for staff.

Edward R. Murrow, the former head of the U.S. Information Agency and broadcast news pioneer, once said, “The real crucial link in the international exchange is the last three feet, which is bridged by personal contact, one person talking to another.” The Karachi Champions started online conversations that have continued in person. Committed to sustaining the momentum from the 16 Days campaign, and building upon the popular branding of the “Karachi Champions,” the consulate has developed an in-person mentoring program to connect former and new Karachi-based heroes with vulnerable girls and women at American Corners and local girls’ schools.



On Nov. 28, former Consul General Grace Shelton (center) attends “Orange the World: Let’s Go Together, No More Violence.”  
State Department photo

As Secretary of State Rex Tillerson said in his Nov. 25 statement marking IDEVAW, gender-based violence “undermines global peace and security. It weakens the social fabric that binds families and communities together and prevents countries from achieving social stability and economic development.” The 16 Days of Activism against Gender-Based Violence in November—like Women’s History Month in March—offers U.S. diplomats an opportunity to advocate core American values and work with partners to advance human rights, an integral component of U.S. foreign policy.

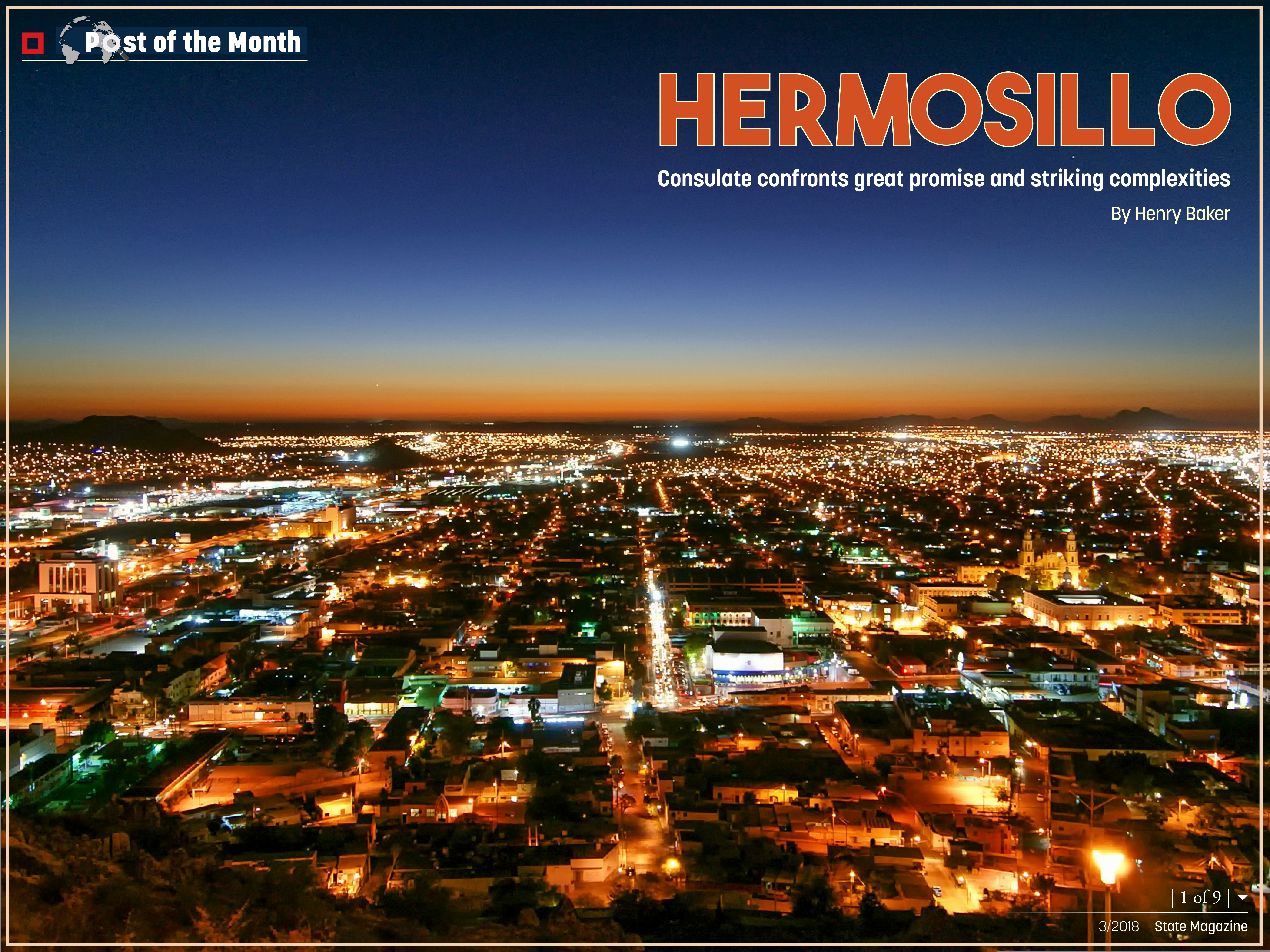
■ *David Bagueño is a political officer at U.S. Consulate General Karachi.*



# HERMOSILLO

Consulate confronts great promise and striking complexities

By Henry Baker





There are few better places to see the U.S.-Mexico relationship in action than on the streets of Hermosillo. American-branded cars cruise down broad streets filled with carnitas stands selling tacos made with U.S.-grown corn and stuffed with U.S.-raised pork. Consulate General Hermosillo is a four-hour drive from the United States, and home to a dynamic team working to secure our borders, promote trade and increase cultural understanding in southern Sonora and Sinaloa. Hermosillo is a thriving city of about 900,000—about the size of San Francisco—and boasts a highly educated workforce, innovative automotive and aerospace manufacturing centers, and, as proud locals are sure to boast, the best steak in all of Mexico.

Hermosillo was known as Pitic until it was renamed for a Mexican revolutionary general in 1828. The U.S. government presence in the states of Sinaloa and Sonora dates to 1826, just five years after Mexico won independence from Spain, when the United States opened a consulate in the Sinaloan port town of Mazatlán. The first U.S. Consulate in Hermosillo opened in 1905 but closed in 1917 during the upheaval of the Mexican Revolution, finally reopening in 1966 during the blossoming of U.S.-Mexico relations under Presidents Lyndon B. Johnson and Gustavo Diaz Ordaz Bolaños. The consulate has moved several times since then, but has been in its current building for 31 years. The next big move is a sign of the burgeoning relationship: Consulate General Hermosillo will relocate to a new compound currently under design, with construction scheduled to commence in 2019.

With 27 American and 49 Mexican employees, the consulate represents U.S. interests in two of Mexico's states. The consular district includes all of Sinaloa and most of Sonora, Mexico's second-biggest state | *Cont.* | ▼

Opening photo: City lights glow as dusk falls over Hermosillo.

*Photo by Sesylia*



Consulate officers Cynthia Suen, Tao Zeng and Madeline Sposato stroll to lunch through Plaza Zaragoza.  
*Photo by Noah Cunningham*



by landmass, with U.S. Consulate General Nogales covering the northern part of Sonora. An estimated 5.3 million people call the consular district home, and the close economic ties between Sonora and Arizona have led business leaders and state officials to call the area a “mega-region.” Sinaloa contains the major population centers of Culiacán, Los Mochis and Mazatlán, a major port and cruise ship destination on the Pacific coast that hosts a U.S. consular agency. In addition to the Department of State, the consulate hosts the Federal Bureau of Investigation, the Drug Enforcement Administration, Homeland Security Investigations and Customs and Border Protection.

Sonora’s second city, Ciudad Obregón, features the region’s premiere engineering school, the Sonora Institute of Technology (known by its Spanish acronym ITSON). The quality of engineers from ITSON and the University of Sonora in Hermosillo attracts U.S. and European investment in the region’s aerospace and automotive industries. Trade in energy is also brisk, with U.S. companies building gas pipelines to sell U.S. gas to northwest Mexico, driven by a demand for cleaner energy. | *Cont.* | ▼

A decorative mural of luchadores (Mexican wrestlers) adorns the wall of a shop in Hermosillo.

Photo by Tao Zeng







Sonoran ganaderos (ranchers) visit town on market day. Photo by Tao Zeng





Hermosillo's municipal market is a favorite lunch and shopping spot for officers and locals. Photo by Tao Zeng

Further south, Sinaloa exports beans, corn, wheat, soybeans and other produce. According to statistics from the Fresh Produce Association of the Americas, 20 percent of the vegetables exported to the United States come from Sinaloa. "In terms of total trade between the U.S. and Mexico, we exchange about \$1.6 billion daily. That's almost a million dollars per minute," said Jeff Pilgreen, a political-economic officer.

But the agricultural ties between these two Mexican states and the United States run deeper than just trade. Norman Borlaug, the Nobel Prize-winning American scientist and so-called "Father of the Green Revolution," did some of his earliest wheat experiments in the 1940's in Ciudad Obregón, where one of the main streets bears his name. Just over the state border in Sinaloa, American utopians founded Los Mochis more than 100 years ago. American sugarcane farmers helped develop the city.

Though the city of Hermosillo itself is considered safe, security concerns in other parts of the district, especially Sinaloa, pose a challenge. "Threats to U.S. citizens and cartel infighting are realities we all must face," said Regional Security Officer Craig Belcher. "We work hard to mitigate these obstacles so our diplomats can promote U.S. interests." The regional security office works diligently to ensure the consulate team can effectively do its job, whether providing in-house briefings tracking local political and security developments or liaising with local and federal Mexican law enforcement to facilitate American Citizens Services (ACS) officers' prison visits. "Our office works hard in conjunction with consular colleagues to keep the borders and the United States safe from transnational criminal organizations," said Ezekiel Grimes, assistant regional security officer for investigations. | *Cont.* | ▼



Striking a balance between security consciousness and outreach is a priority for the consulate's trips into Sinaloa, where more than half of the population of the consular district lives. Officers from ACS routinely travel to Culiacán and Mazatlán for such outreach events as passport fairs and consular expositions. At these events, consulate staff work with the Mexican government and private partners to inform the public about consular services. Both governments also work together on the Documentate campaign, which encourages U.S.-Mexican dual citizens to get properly documented. ACS officers also stand ready to assist almost 9,000 Americans who reside in the consular district, primarily in Mazatlán and the beach towns of San Carlos and Kino.

"Sonorans and Sinaloans are keenly interested in U.S.-Mexico relations. We in the consulate stay active on social media informing our followers regarding educational opportunities, how to apply for business and travel visas, as well as making sure U.S. citizens have the latest travel information," said Public Diplomacy Assistant Leo Montero. Montero works alongside colleagues from the consular section as part of the consulate's outreach team. The Youth Council, founded in September 2015, is an example of the consulate's successful outreach effort. The council, composed of young professionals and students from Hermosillo, organized beach cleanups in Guaymas, visited a cancer ward at the local children's hospital and sponsored a 4K race to collect books to promote literacy. The council organized a women's entrepre-

| Cont. | ▼



An artist's rendering of the new consulate compound in Hermosillo. Ground will be broken in 2019.  
Photo courtesy of OBO

A view of Hermosillo from the famous Cerro de la Campana. Photo by Tao Zeng





neurship and networking event to provide a forum for young women to meet with Sonoran business leaders. The group provides a key platform to share consulate information with youth audiences, including educational exchanges. “Frequently, the voice of youth is overshadowed and is not included in decision-making at the local level. Being part of the Youth Council is an incredible opportunity for young people in my community,” said Flavio Castro, a Youth Council member and international business student at Tecnológico de Monterrey’s Hermosillo campus.

Dynamic Mexican leaders from the region cultivate lasting relationships with U.S. counterparts through a variety of initiatives. In 2015, Carla Bustamante, the first-ever female director of public relations for the Naranjeros de Hermosillo Baseball Club, partnered with a top fe-

male executive at sports network ESPN as part of the Department’s Global Sports Mentoring Program. During her time in the United States, she learned how to inspire women to embark on sports careers and strengthened her skills in marketing, promotions and public relations. She says of the program, “I now see the world in a different way. I want to continue inspiring women in my region to take on sports careers, despite the stereotypes and obstacles.” In addition, one of Sonora’s most visible young news anchors, Fano Campoy, an alumna of the Department’s International Visitor Leadership Program, proclaimed, “Participating in the program was one of the best experiences of my professional life. What I learned during those weeks is something that I use every day in my job now.” | *Cont.* | ▼

The sun sets over the San Nicolás dunes, 70 miles from Hermosillo.  
*Photo by Nathan Cahill*





Of course, travel to the United States usually means getting a visa, and efficient visa processing is one of the consulate's top priorities. For most Mexican tourists to the U.S., shopping trips to border malls are a common destination, and "Disneylandia" is a frequent response to consular officers asking applicants for a destination. Many of the students stopping in Hermosillo for a visa are participating in programs funded by the Mexican government, which sends promising young Sonorans and Sinaloans to Washington, D.C., to pursue policy internships or to universities all over the United States to study English.

Temporary agricultural workers comprise another group that has come back year after year to participate in the H2A program, which bolsters American agribusiness and puts food on American tables. Consular management expects this number to increase this year. "We anticipate increasing interest in the H visa program from agriculture-rich states like California, Idaho and Nevada," said Nonimmigrant Visas (NIV) chief Cory Ybarra Arnold.

NIV officers also might find themselves face-to-face with a Major League Baseball player or a Latin Grammy winner—the consulate issues many P and O visas to artists, athletes and others of extraordinary ability—among them, Latin Grammy-winning bands and singers as well as Mexican Pacific League baseball players who go north to play for the major leagues. What's more, the heavy hitters also head south for the winter—American players also often moonlight in the Pacific League.

The pace of the work is mediated by the nearby beaches of Kino and San Carlos, and by the excellent food offerings around town, which include carne asada, giant pop tart-like pastries called coyotas and fresh seafood from the Sea of Cortez. A tight-knit community of families, both U.S. and local, often relax watching the Naranjeros, the local baseball



Consul General Elia Tello serves a holiday dinner at the Casa Amiga homeless shelter.

Photo by Jesus Ballesteros

team, or at local festivals. As Graciela Hernandez, NIV local supervisor and a 30-year veteran of the consulate said, "I learn from the officers and they learn from me. Our shared experiences make us a team." Every day, Graciela takes a photo of the sunrise on her way to work, and of the sunset on her way home. "At the end of every day," she says, "I feel satisfied. I love this place, and I love my job."

■ Henry Baker is vice consul at Consulate General Hermosillo.



## At a Glance

## Mexico



**Capital:**  
Mexico City

**Government Type:**  
federal presidential republic

**Area:**  
1,964,375 sq km

**Population:**  
124,574,795 (July 2017 est.)

**Major urban areas:**  
Mexico City (capital) 20.999 million;  
Guadalajara 4.843 million; Monterrey 4.513 million; Puebla 2.984 million; Toluca de Lerdo 2.164 million; Tijuana 1.987 million (2015)

**Languages:**  
Spanish only 92.7%, Spanish and indigenous languages 5.7%, indigenous only 0.8%, unspecified 0.8%

**Note:** indigenous languages include various Mayan, Nahuatl, and other regional languages (2005)

**Ethnic groups:**  
mestizo (Amerindian-Spanish) 62%, predominantly Amerindian 21%, Amerindian 7%, other 10% (mostly European)

**Note:** Mexico does not collect census data on ethnicity (2012 est.)



Map produced by the Office of the Geographer and Global Issues

**Religions:**  
Roman Catholic 82.7%,  
Pentecostal 1.6%,  
Jehovah's Witness 1.4%,  
other Evangelical Churches 5%,  
other 1.9%, none 4.7%, unspecified 2.7% (2010 est.)

**Exports (commodities):**  
manufactured goods, oil and oil products, silver, fruits, vegetables, coffee, cotton

**Export partners:**  
US 81% (2016)

**Imports (commodities):**  
metalworking machines, steel mill products, agricultural machinery, electrical equipment, automobile parts for assembly and repair, aircraft, aircraft parts

**Import partners:** US 46.6%, China 18%, Japan 4.6% (2016)

**Currency:**  
Mexican pesos

**Internet country code:**  
.mx

\* The CIA World Factbook



# 2017 Foreign Service Nationals of the Year

Story and photos by Zach Abels, deputy editor, *State Magazine*



**Andy Bemba**



**Souksavanh Mainolath**



**Reinaldo Farina**



**Madina Ruzieva**



**Faruk Aldemir**



**Dalia Ali Musa al-Kadum**



**Sheilah Ibrahim**

**Tap on above thumbnails for video interviews and citations**

It was the fall of 2013 at United Nations headquarters, and my ignorance was palpable. I was a college intern as ill-acquainted with New York and windsor knots as with multilateral diplomacy. Among the countless things I didn't initially understand were the Americans staffing foreign missions. Did they get lost on the way to the U.S. Mission to the U.N.? Unlikely. That behemoth is hard to miss.

I soon learned that those ostensibly misplaced employees were right where they wanted to be, where they were most needed. From the U.K. Mission to the Rwanda Mission, those U.S. citizens toiled day in and day out to advance a common good—for their home country, for their employer and for the international community. They were unsung heroes. They were locally employed staff.

Naturally, I jumped at the opportunity to interview the Department of State's 2017 Foreign Service National (FSN) of the Year Award winners. Of the Department's approximately 75,000 employees, roughly 50,000 are FSNs. FSNs, or locally employed staff, are natives of a given host country hired under chief-of-mission authority to provide continuity at post, subject-matter expertise, language skills and local contacts. Each year, the FSN of the Year Award recognizes the cream of this indispensable crop.

The six regional bureaus select a winner from a slew of nominees. The selection criteria includes language like “exceptional initiative in the defense” of U.S. citizens and property; “instrumental in the achievement of major mission goals”; “special effectiveness in bridging national differences”; and “personal or professional courage in difficult, demanding or hardship situations.” Of those six finalists, a committee anoints one overall winner. The 2017 FSN of the Year Award went to Andy Bemba of Embassy Brazzaville. An additional award was given to a seventh FSN, for excellence in human resources management.

It was an honor to interview these seven FSNs. They may not be American citizens, but they are public servants cut from the cloth of the Department's finest traditions.





**Andy Bemba** *Overall winner*  
AF Bureau



An economic specialist at Embassy Brazzaville, Andy Bemba is the overall 2017 FSN of the Year. He was selected "for exceptional bravery, integrity, and service, advancing U.S. economic interests during a period of strained bilateral relations between the U.S. and the host country." In the enclosed video interview, he explains why he left a cushy accounting job in Boston to return to the Republic of Congo and give back to his community.



[↑Return](#)





## Souksavanh Mainolath

EAP Bureau



A protocol assistant and translator at Embassy Vientiane, Souksavanh Mainolath was chosen “for her dedication to the Department, including providing translation services during an historic Presidential visit to Laos, and for developing a strong partnership between the U.S. and the Government of the Laos PDR.” In the enclosed video interview, she describes the roller coaster of emotions she felt when, at the very last minute, she was tasked with translating for President Barack Obama.



[↑Return](#)





## Reinaldo Farina

WHA Bureau



A procurement supervisor, Reinaldo Farina worked at Embassy Asuncion for 42 years before retiring in July. He was chosen “for his leadership, professionalism and dedicated service to the U.S. Embassy in Asuncion, Paraguay.” In the enclosed video interview, he reflects on his formative influencers and his passion for conservation.



[↑Return](#)





## Madina Ruzieva

SCA Bureau



**Play**  
video

The senior human resources assistant at Embassy Dushanbe, Madina Ruzieva was chosen “for her commitment to excellence and professionalism in her everyday tasks, which culminated in substantial savings to the U.S. Government and U.S. Embassy Dushanbe.” In the enclosed video interview, she recounts a grueling yet decisive experience resolving a visa snafu.



[↑Return](#)





## Faruk Aldemir

EUR Bureau



An administrative assistant at Mission Turkey's Embassy Branch Office in Gaziantep, Faruk Aldemir coordinates, among other things, logistics for high-level VIP visits to the city. He was chosen "for his outstanding achievement and dedicated, exemplary service as the first Administrative Assistant of the Mission Turkey EBO. His professionalism and leadership significantly contributed to U.S. national policy interests by ensuring a safe and effective operating environment for Syrian civil relief efforts." In the enclosed video interview, he reduces his exceptional performance—his colleagues describe him as a "one-man army"—to humility, smiling and never uttering the word "no."



[↑Return](#)





## Dalia Ali Musa al-Kadum

NEA Bureau



A senior education advisor at Embassy Baghdad, Dalia Ali Musa al-Kadum was chosen “for materially advancing the bilateral higher education relationship between the U.S. and Iraq.” In the enclosed video interview, she chronicles how, against the odds, she helped secure accreditation for the American University of Iraq, Sulaimani.



[↑Return](#)





## Sheilah Ibrahim

AF Bureau



A human resources specialist at Embassy Lusaka, Sheilah Ibrahim received the Award for Excellence in Human Resources Management for her “sustained, outstanding performance” and for embodying “the very best in professionalism and expertise in overseeing the Human Resources operation at Embassy Lusaka.” In the enclosed video interview, she reflects on the best teacher she ever had.



[↑Return](#)



# The Most Dangerous Game

One epic manhunt and the future of Mongolian border security

By Jeremy Weinstein

Growing up, my favorite story was Richard Connell's 1924 classic "The Most Dangerous Game." Sometimes, life mirrors fiction. In September, while helping U.S. Export Control and Related Border Security (EXBS) program specialists train 25 Mongolian border patrol officers in the mountains north of Ulaanbaatar, I found myself living my very own "dangerous game."

Mongolia's border officers are charged with securing an enormous 5,070-mile border with China and Russia. (By comparison, the U.S.-Canada border is 5,525 miles long.) In my capacity as Embassy Ulaanbaatar's assistant regional security officer for investigation (ARSO-I), I worked with EXBS to teach the Mongolians how to identify border vulnerabilities, conduct reconnaissance operations and repel incursions by tracking, detaining and interviewing interlopers. This program is key to helping Mongolia secure its borders, which remain vulnerable to the illicit transit of weapons, narcotics, contraband and people. Our regimen culminated in a simulation exercise during which training participants used their newly acquired skills to track and capture an "armed smuggler"—played by yours truly.

The Mongolians gave me a two-hour head start. I would need every minute. Thankfully, the day prior I was able to survey the local environs. I decided to infiltrate a tree-topped, 1,000-foot-high hill located about 6 miles from the training site. I drove my Toyota 4Runner to the tree line, then concealed it using fallen branches. I then climbed on foot to a small rock outcropping, from where I could see my pursuers. I watched in surprise as their bus passed the point from which my vehicle had veered off the road and up the hill. I thought to myself, "Well, that was easy." | *Cont.* | ▼



Mongolian General Authority for Border Protection (GABP) officer conducts a detailed inspection of a train car undercarriage using new tools and techniques.  
*Photo by Jeremy Weinstein*



GABP officer recovers a simulated weapon, hidden by U.S. Export Control and Related Border Security (EXBS) instructors.  
*Photo by Jeremy Weinstein*





GABP officers pose for a graduation photo; the ARSO-I and EXBS trainers are seated in the front row. *Photo by Jeremy Weinstein*

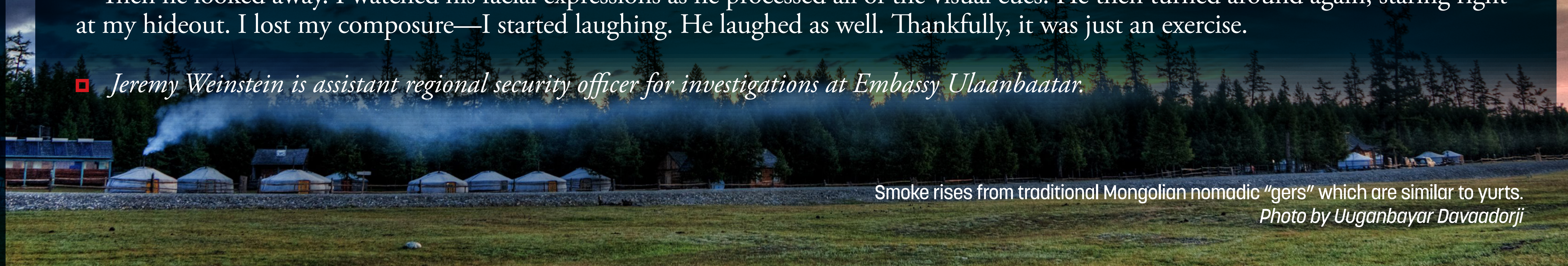
Suddenly the bus turned around and went up the hill, somehow zeroing in on the precise location of my vehicle. They obviously saw something to indicate that I went up the hill, instead of around it. I watched four teams of five Mongolian officers start heading up the hill on foot. They quickly located my concealed vehicle and cordoned off the area, just as we had trained them to do in the days prior. They treated the vehicle as a crime scene and carefully documented and photographed the evidence contained therein. They gathered clues to help locate me. From the food I ate, the type of equipment I carried and the brand of cigarettes I smoked, my pursuers developed a rough character profile and assessed my general level of wilderness preparedness.

The ensuing chase and capture was dramatic. I couldn't believe how efficient they were at following my trail. I was doing everything I could to avoid leaving tracks. I stayed off the animal trails, I zig-zagged, I doubled back, I hopped from rock to rock; yet, I could hear and sometimes see my pursuers just behind me. They drove me deeper into the wilderness. I couldn't shake them. Soon, I realized they were driving me toward another security team. I was being flanked. Nearing exhaustion and almost out of options, I decided to hide. I found a small overhanging rock covered by bushes. It was barely big enough for me to squeeze into. I covered the small entrance with camouflage netting and sat still, barely breathing.

Yet my pursuers soon surrounded me. Peering through a hole in the netting I saw one officer about 15 feet away. He used a stick to measure my foot tracks and extrapolate my whereabouts. He turned toward my hideout. I was sure the game was over.

Then he looked away. I watched his facial expressions as he processed all of the visual cues. He then turned around again, staring right at my hideout. I lost my composure—I started laughing. He laughed as well. Thankfully, it was just an exercise.

■ *Jeremy Weinstein is assistant regional security officer for investigations at Embassy Ulaanbaatar.*



Smoke rises from traditional Mongolian nomadic "gers" which are similar to yurts. *Photo by Uuganbayar Davaadorji*



# ROADMAP TO AMERICAN UNIVERSITIES

EducationUSA paves way for study in the States

By Sydney Smith

**W**hen high school student Lori Younissess returned home to Lebanon from a Model U.N. Conference in New York, she knew two things: She wanted to continue focusing on gender-based violence, and she wanted to do so in the United States. “I care too much about this topic, so I decided to study international affairs and then pursue graduate studies in international and human rights law,” she said.

Younissess learned about EducationUSA’s Competitive College Club from a friend, and knew that EducationUSA could help her investigate her options. Competitive College Clubs offer cohort advising for high-achieving students as one of the many ways that EducationUSA advisers work with foreign students who are applying to American universities. | *Cont.* | ▼





Younissess was selected to join the local club from more than 150 Lebanese applicants, and she credits EducationUSA with helping her apply for and outcompete 1,250 other applicants from around the world to win the Emerging Global Leader Scholarship, a fully funded award for international students at American University in Washington, D.C. Younissess is already planning ways she can use her education to empower other girls and promote access to education in Lebanon and beyond.

Stories like Younissess's are not uncommon within EducationUSA. Housed in the Bureau of Educational and Cultural Affairs, the network of more than 500 advisers works in more than 400 centers in 181 countries to help international students pursue studies in the United States. The majority of international students pay full tuition to attend an American college or university, with foreign sources of funding supporting 70 percent of international student expenses. According to the Department of Commerce, international students contributed \$39.4 billion to the U.S. economy in 2016, supporting some 450,000 jobs and benefiting communities in all 50 states.

The international students who study in the United States today will be the business leaders, scientists, cultural producers and diplomats with whom Americans work in the future. International study creates lifelong relationships with both individuals and institutions, and shares and | *Cont.* | ▼

**Opening photo:** Dedicated advisers, like these in Costa Rica, are the backbone of the EducationUSA network.  
*State Department photo*



Students in the West Bank hold up flyers during an EducationUSA information session.

*State Department photo*



shapes perspectives in ways few other experiences can. “Higher education institutions must dig deeper into international recruiting because, now more than ever, we need the diversity and perspective that only international students bring to our campuses,” said Adina Lav, assistant provost for international enrollment at The George Washington University. “EducationUSA is a critical partner in our recruitment efforts.”

EducationUSA centers are an important resource for international students and parents looking for trusted guidance in navigating the admissions processes in the United States. EducationUSA advisers assist hundreds of thousands of students each year. Given the decentralized nature of higher education in America and the fact that there are more than 4,000 accredited colleges and universities to choose from, international students benefit from having a trustworthy resource to inform their choices. What should my recommendation letter highlight? How do I write a personal statement? Which standardized entrance exams am I required to take, and how do I prepare for them? Perhaps the most important question: How do I find the right school?



An EducationUSA adviser poses with students in Jordan.  
*State Department photo*



In Oman, an EducationUSA adviser greets prospective students.  
*State Department photo*

Using EducationUSA’s “Five Steps to U.S. Study” as a framework, advisers work with students and parents to successfully find a good match and navigate the admissions process. The goal is to ensure that more international students consider and pursue opportunities for an American education, and that they have a successful and rewarding experience doing so. This contributes significantly to the U.S. government’s public diplomacy outreach goals around the world.

According to OECD estimates, nearly 5 million students worldwide study outside their home countries each year, with predictions that the number could reach 8 million in 2025. In academic year 2016–17, more than 1 | *Cont.* | ▼



An EducationUSA adviser speaks to parents and students at a fair in Algeria. *State Department photo*



million of these international students studied in the United States, a record high, making the U.S. the largest hosting country by a significant margin. As international higher education is increasingly recognized as a key aspect of economic and social development, other countries have taken note and are seeking to attract international students to their shores. EducationUSA's global advising network promotes U.S. higher education in this increasingly competitive global environment to attract international students.

While some of the largest states attract a significant portion of the 1 million international students who study across the United States, there are students from abroad in all 50 states. EducationUSA advisers are keenly aware that their task is to represent all of the approximately 4,700 accredited U.S. higher education institutions, including public and private institutions as well as liberal arts colleges, minority-serving institutions and community colleges in urban, suburban and rural parts of the country. Fortunately, with international students accounting for only 5 percent of U.S. higher education enrollment, there is still plenty of capacity.

Caroline Paramitha is an EducationUSA adviser in her hometown of Jakarta, Indonesia. She is a former international student who first enrolled in a U.S. community college and then transferred to a four-year U.S. institution. Paramitha uses her own background to combat preconceptions Indonesians often have about U.S. community colleges. She explained, "The stigma we have is, if you go to a community college, you probably can't get into a four-year school, but that's simply not true, and we have many examples of students transferring to | *Cont.* | ▾



schools which are well known to many Indonesians.” She is also passionate about her job. “I get to meet a lot of people with different characteristics. A lot of students that I meet, they’re not very confident,” she said. “I love helping students find their way, especially through the essay writing process. You can see the growth in someone within three months.”

While EducationUSA advisers tout the benefits of American education to prospective students, university leaders are keenly aware that foreign students expand the horizons of their American peers as well. Although more American students are studying abroad, only 10 percent of undergraduates will do so during their college careers. Living and learning with international students on American campuses presents a unique opportunity for cross-cultural exchange and learning in an ever more interconnected world.

The potential for leveraging shared educational experiences to advance shared goals is evident. In China, which has been the largest source for many years (350,755 Chinese students studied in the United States in 2016–17), higher education is an area of strong mutual interest. “The intense public interest in American education allows EducationUSA China programs to provide an entree for our mission to tap into hard-to-reach audiences,” said Nancy Chen, an assistant cultural affairs officer at Embassy Beijing. “We have also helped many U.S. institutions to understand China and successfully recruit students.”

Promoting U.S. higher education and international exchange is a mission priority for U.S. Embassies and Consulates all over the world. In some settings it may be a place of rare common ground between governments. But everywhere, it is the potential beginning of a lifelong relationship for students with the United States. EducationUSA works to ensure that as many qualified students as possible from every corner of the globe are positioned to succeed at American universities, and leverage that success at home and throughout their lives. “We are focused on being a resource for missions and regional bureaus given the increasing demand for advising services worldwide,” reflected EducationUSA Branch Chief Alfred Boll. “Education diplomacy is one of the strongest ways to make a lasting connection with the countries where we serve.”

■ *Sydney Smith is a program officer with EducationUSA, in the Bureau of Educational and Cultural Affairs.*



An EducationUSA adviser in Panama is interviewed on national television about studying in the U.S. *Photo by U.S. Embassy Panama*



Students attend an interactive workshop on writing effective college essays at the EducationUSA Advising Center in Singapore.

*State Department photo*



## PD Advisory Commission Celebrates 70 years

Information, messaging and the art of statecraft

By Jennifer Rahimi

For 70 years, the U.S. Advisory Commission on Public Diplomacy (ACPD) has operated with one core belief: ideas matter. In its [1949 Annual Report to Congress](#), the commission noted, “Information is one of the three essential components in carrying out United States foreign policy.” Since then, the power of ideas and narratives has only become more central to modern diplomacy.

When ACPD was created in 1948 to appraise and make recommendations regarding U.S. public diplomacy activities—geared toward understanding, informing and influencing foreign publics—it was during a period when the United States sought to bolster the institutions that protected both democracy and its citizens. As the Iron Curtain was falling across Europe, the United States strengthened its broadcasting, public diplomacy (PD) programs and the legislative framework (e.g., the Smith-Mundt Act) to provide a sound legal footing and vision for robust, public foreign engagement on behalf of the Department. ACPD is fundamentally supportive of PD and its role in promoting U.S. foreign policy.

It is a testament to the essential nature of its [mandate](#) that this year ACPD celebrates its 70th anniversary. ACPD remains a bipartisan commission that appraises and makes recommendations about PD-related programs, spending and policies to the president, secretary of state and Congress.

Naturally, ACPD’s scope of work and profile have evolved over the years. [Today’s commission](#) is a combination of what originally were two separate advisory commissions, on information and educational exchange respectively. The United States Information Agency’s PD programs, which included both information and educational exchange efforts, are now integrated fully into the Department, and broadcasting comprises a diffuse yet synchronized network of radio, television and social media outlets. Public diplomacy, in all of its varied and tailored forms, still communicates America’s values and policies to allies and less like-minded audiences. | *Cont.* | ▼



A panel discussion unfolds on U.S. Public Diplomacy in an Election Year at the Annenberg School for Communication and Journalism, University of Southern California, on Jan. 14, 2016.  
*Photo by Benjamin Dunn*



The commission is a convener of stakeholders in the PD space. In addition to [reports and publications](#), ACPD hosts meetings to review the latest research, gathers top thinkers—academics, government practitioners, policy makers and private sector stakeholders—and maintains a social media [presence](#). ACPD holds quarterly [public meetings](#) (typically on the Hill), not only because this is part of the [charter](#), but because smart, collaborative legislation is key to the success of all U.S. government diplomatic efforts.

The president appoints [commission members](#) with the advice and consent of the Senate. All commissioners are private citizens who represent a cross-section of professional backgrounds. Former members have included William F. Buckley, Jr. (1969–72), Edwin Feulner (1982–91), George H. Gallup (1972–78) and Frank Stanton (1964–73). A 1987 conference the commission hosted at the Department included President Ronald Reagan, Secretary of State George Shultz, former Senator J.W. Fulbright and Mitch McConnell, the current Senate majority leader.

While ACPD has been deeply involved in the evolution of PD since its inception, it has moved the needle on three issues, in particular: legislative framework, research and evaluation, and emerging technologies.

The commission works closely with the Senate Foreign Relations and House Foreign Affairs committees to ensure that diplomats have the resources and legal clarity they need to be effective advocates for American values and policies. This includes working with a range of stakeholders to amend the Smith-Mundt Act in 2013, updating the law to recognize the changing media environment and removing legal barriers to using the full suite of digital tools available today. Today we continue to work on the Hill, focusing on PD [exemptions](#) to the Privacy Act of 1974 and the Paperwork Reduction Act, both of which inhibit our ability to engage strategically and dynamically with foreign communities.

The commission's 2014 report, "[Data-Driven Public Diplomacy](#)," took on the enduring question of how much progress has been made toward measuring the impact of PD and international broadcasting activities. ACPD's | *Cont.* | ▼



ACPD Vice-Chairman William J. Hybl, Haroon Ullah (Broadcasting Board of Governors) and Peter Mandaville (Department of State, George Mason University) speak at a commission meeting at the Russell Senate Office Building on Dec. 8, 2016.  
*Photo by Shawn Powers*



Under Secretary for Public Diplomacy and Public Affairs I. Steven Goldstein speaks at a commission meeting, pictured with commission member Georgette Mosbacher, at the Russell Senate Office Building on Dec. 8, 2017.  
*Photo by Shawn Powers*



long-standing advocacy on this front (see this [1957 ACPD report](#) calling for additional focus on research and evaluation) helped lead to the creation of the Research and Evaluation Unit (REU), a team of experts whose mandate is to assist in the collection of research that improves the effectiveness of our outreach, and monitor and assess the impacts of PD programs. The commission's [2017 report](#) urged the REU to play a leadership role in improving inter and intra-agency research coordination. And, in February 2018, the commission spearheaded a Research, Evaluation and Learning Summit to ensure that best practices from outside of government are being shared throughout the PD research and evaluation family.

ACPD continues to emphasize the centrality of PD to foreign policy as it supports its continued transition to 21st-century statecraft tools and methods. Public diplomacy must operate wherever its target audiences are to be successful. Another 2017 report, [“Can Public Diplomacy Survive the Internet: Bots, Echo Chambers, and Disinformation?”](#) raises questions about the future of digital communications, including the opportunities and challenges related to emerging artificial intelligence capabilities and the risks of operating on technological platforms that simultaneously promote disinformation and hate. The report also challenges the idea of a post-truth society, noting that history is replete with exaggerated concerns about the rise of technology and its impact on truth-telling while highlighting fact-finding efforts around the world (including by Voice of America).

ACPD's accomplishments are numerous, and its unwavering support and advocacy for public diplomacy to the executive and legislative branches are among its most valuable. In a 1950 [letter](#), President Harry S. Truman praised the commission for having “been of outstanding service in establishing the International Information Program of this Government on a firm foundation, and in fostering a realization that the program is as important as the economic and military components of our foreign policy.” Similarly, in 1988, Secretary Schultz [commended](#) the commission for creating a “reinvigorated role and enhanced technical capabilities for public diplomacy,” without which “many of our foreign policy goals would have gone unrealized.”

George Washington University scholar and former ACPD Executive Director Bruce Gregory described the commission's latest [Comprehensive Annual Report](#) as full of “rich detail” and an “indispensable resource” to policy analysts, lawmakers, scholars and practitioners. But he also encourages us to keep reporting, and keep going deeper. That is the goal of the commission, then and now. With a bipartisan, engaged and active group of commissioners and staff, we will continue our mandate of advice and oversight of America's public diplomacy efforts for the president, secretary, Congress and the American people.

■ *Jennifer Rahimi is a senior advisor for the U.S. Advisory Commission on Public Diplomacy.*



USC's Annenberg School for Communication and Journalism hosts a panel discussion on U.S. Public Diplomacy in an Election Year with ACPD Commission members and Dan Schnur, director of USC's Jesse M. Unruh School of Politics, on Jan. 14, 2016.

*Photo by Benjamin Dunn*





## **Kenneth J. Braithwaite - U.S. Ambassador to Norway**

Kenneth J. Braithwaite of Michigan is the new U.S. Ambassador to the Kingdom of Norway. Braithwaite retired from the Navy as a rear admiral after a distinguished 31-year career. He served most recently as group senior vice president for Vizient, a leading health care strategy and performance improvement company. Braithwaite is the recipient of the Legion of Merit and the Defense Meritorious Service Medal with Oak Leaf Cluster. He earned a B.S. degree from the Naval Academy and an M.G.A. from the University of Pennsylvania.



## **Samuel D. Brownback - U.S. Ambassador-at-Large for International Religious Freedom**

Samuel D. Brownback of Kansas is the new U.S. Ambassador at Large for International Religious Freedom. He served the state of Kansas in the U.S. House of Representatives, the U.S. Senate and, until Jan. 31, the governor's mansion. He earned a B.A. from Kansas State University and a J.D. from the University of Kansas. He is married to Mary, and they have five children.



## **M. Lee McClenny - U.S. Ambassador to Paraguay**

M. Lee McClenny (SFS) of California is the new U.S. Ambassador to the Republic of Paraguay. McClenny began his public service with the U.S. Information Agency in 1986. He was previously the chargé d'affaires at Embassy Caracas and has served in Kuala Lumpur, Montreal, Manila, London, Brussels, Guatemala City, Belgrade and Ottawa, as well as in leadership positions at the Department of State and the North Atlantic Treaty Organization. He earned a B.A. from the University of Washington and speaks Spanish, French and some Serbo-Croatian and Russian.



## **Michele J. Sison - U.S. Ambassador to Haiti**

Michele J. Sison (SFS) of Maryland is the new U.S. Ambassador to the Republic of Haiti. Sison most recently served as the deputy permanent representative to the United Nations in New York and as ambassador to Sri Lanka and the Maldives, Lebanon, and the United Arab Emirates. Previously, she was assistant chief of mission in Baghdad, DCM in Islamabad and PDAS for South Asian Affairs. She also served previously in India, Côte d'Ivoire, Cameroon, Benin, Togo and Haiti.



## Dubai Consul General Attends Arab Health Exhibition

**in BRIEF VIDEO**




Click to watch video

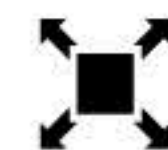
# THE U.S. MISSION IN THE UAE

## IN ARAB HEALTH 2018



(Video) Arab Health is the largest gathering of health care and trade professionals in the Middle East and North Africa region. More than 300 U.S. exhibitors, including 95 that were “new to market,” represented 39 states in this year’s event, which took place Jan. 29–Feb. 1 at the Dubai Convention Center. In his opening remarks, Consul General Paul Malik highlighted the leading role of the United States in global health care, as well as its ongoing and extensive cooperation with the UAE in this critical sector. Following his remarks, the consul general presented the U.S. Department of Commerce’s Export Achievement Awards to five U.S. firms that successfully expanded their sales into the UAE market. 

THE U.S. MISSION IN THE UAE  
IN ARAB HEALTH 2018



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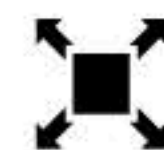


## Four Decades of Air-Defense Cooperation



Chargé d'Affaires Matthew Lussenhop greets Lieutenant General Dennis Luyt, the Royal Netherlands Air Chief. Embassy Brussels organized a Jan. 31 reception to bring together longtime allies and key partners to promote the U.S. government's bid in the Belgian Defence Air Combat Capability Program. Lockheed Martin brought its touring F-35 Lightning II cockpit demonstrator for members of the press and guests to experience the capabilities of this unique fifth-generation aircraft. ■

*State Department photo*

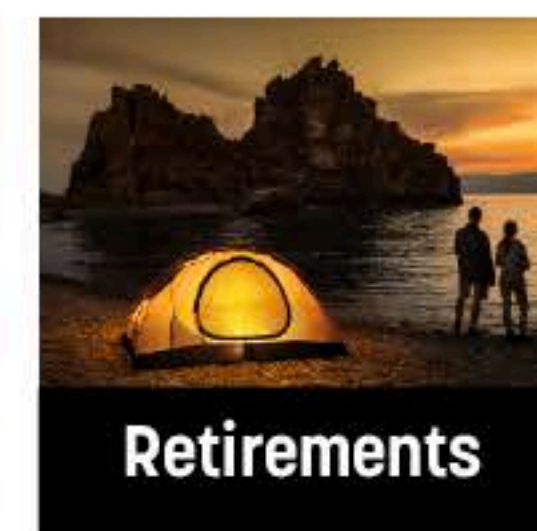


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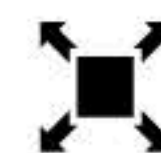
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## What GES Meant to South Korea's Delegates



(Video) Embassy Seoul profiles four Korean entrepreneurs who participated in November's Global Entrepreneurship Summit. The participants reflect on the summit and offer advice to aspiring entrepreneurs. [▶](#)



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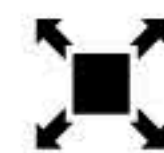
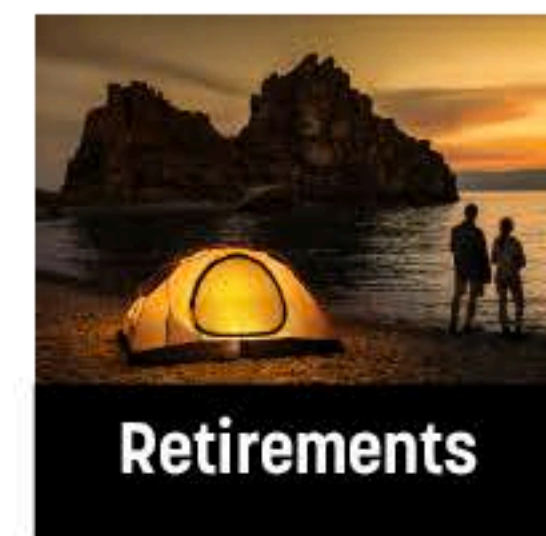
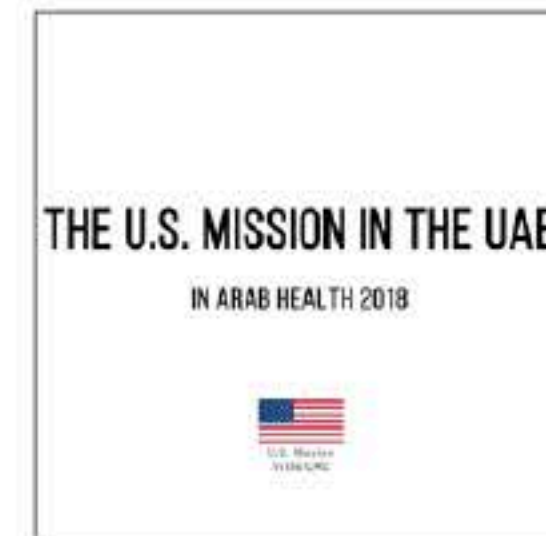


## Ambassador Regales Presidential Management Fellows



Ambassador Joseph Macmanus spoke to a group of presidential management fellows (PMFs) Feb. 15 about leadership, statecraft and lessons learned through a career in the Foreign Service. Last year, Macmanus served as the PMF Advisory Council's leadership liaison. He continues to mentor Foreign and Civil Service officers. ■

*Photo by Zach Abels*



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## Retirements

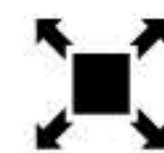
### Civil Service :

Anderson, James A.  
 Brothers, Karen G.  
 Carroll, Elizabeth Ferre  
 Casto, Mary Therese  
 Coleman, Geraldine V.  
 Courtney, Lisa P.  
 Davis, Marguerite M.  
 Endler, Thomas F.  
 Finton, Timothy C.  
 Gordon Sr., Anthony  
 Gruber, Janet S.  
 Horne, Martha B.  
 Howard-Johnson, Sharon  
 Hudson, Steven W.  
 Huff, Patricia  
 Kelty, Rosa F.  
 Key, Shiketha Ronae  
 Lamar, Larry  
 Lauster, David W.  
 Lauster, Elizabeth  
 Mansfield, Sally E.  
 Miller, Allyson B.  
 Minor, Mamie J.  
 Morris, Michele A.  
 Padula, Ronald G.  
 Perry, Gordon Bryan  
 Portell, Sherman D.  
 Rourke, Patricia M.  
 Rowe, Mona L.

Scarponi, Kevin Thomas  
 Smith, Gale C.  
 Stroman, Donna Charlene  
 Taylor, Agnes Terry Lee  
 Thompson Easterlin, Edna M.  
 Tribble, Eric S.  
 Vause, Virginia  
 Walton, Tamale C.  
 White, Donna V.

### Foreign Service :

Bellman, Sarah Kaye  
 Bolin, Michele L.  
 Browning-Larsen, Eric Christopher  
 Brummet, Kenneth G.  
 Carpenter, Theodore R.  
 Clarke, Owen A.  
 Glasscock, Byron N.  
 Grier, David C.  
 Hodgson, Mark Anthony  
 Labensky, Steven J.  
 Miron, Edward J.  
 Mozdierz, William J.  
 Quick, Delia D.  
 Rose, Susanne Catherine  
 Scheppman, Joseph G.  
 Smith, Timothy J.  
 Wennerstrom, Anne C.  
 Wennerstrom, Martin



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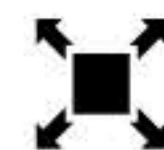
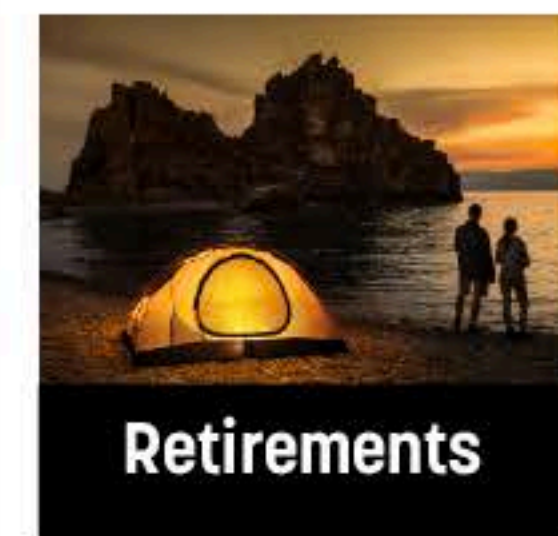


## Ethics Answers

**Q:** The young daughter of my supervisor has fallen seriously ill and needs expensive medical treatment. My supervisor's family has set up a website to ask for donations to cover medical expenses and related costs. Our small office would like to help, but we want to comply with the ethics rules. What can we do?

**A:** The ethics rules restrict gifts between employees but recognize an exception for infrequently occurring occasions such as illness, marriage or retirement. To support your supervisor's family in this difficult time, one of your colleagues could send an email to others in the office, explaining the situation and including a link to the family's website. The email should not direct anyone to donate and must state that any donations are strictly voluntary. The list of recipients should be appropriately small—for instance, the email should be sent only to your small office or to those individuals your supervisor knows personally, rather than to the entire bureau. And the email should be sent by a nonsupervisory employee so that no one feels pressured to donate. Note that you could only send an email with a link to the family's website; you could not send an email suggesting that employees donate to a nonprofit or charitable organization, because that would constitute an impermissible solicitation in the workplace outside of the Combined Federal Campaign.

*Ethics Answers presents hypothetical ethical scenarios Department employees might face. For help with real ethics questions, email [ethicsattorneymailbox@state.gov](mailto:ethicsattorneymailbox@state.gov).*



**TAP**

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To Read Story



# LYING IN STATE: INSIDE A ROGUE STATE EMBASSY

YOU'D HAVE MORE CREDIBILITY  
AS AN EVILDOER IF YOU DIDN'T  
BRING YOUR BUNNY TO  
COUNTRY TEAM.



YOUR PLOT IS SUITABLY  
FIENDISH, CRANDALL,  
BUT IT STILL  
NEEDS CLEARANCE  
FROM THE  
PERNICIOUS  
PLANNING  
OFFICE.



AGGELER 2018

I JUST THINK  
THESE TALKING  
POINTS NEED TO  
BE A LITTLE MORE  
ROGUSH...

ALSO, COMIC SANS  
ISN'T A VERY ROGUSH  
FONT.



AS ACTING DEPUTY  
HENCHMAN, DALE  
DEMONSTRATED  
MERITORIOUS DASTARDLINESS,

DUDE, YOU  
ARE SO  
MALIGN!



WELL, SURE THIS SCHEME CAN  
LEAD TO WORLD DOMINATION -  
BUT IS IT CAREER-ENHANCING?





# In Memoriam

Davis

Hartman

Jacobini

Lehmann

Martin

Piper

Rogers

Waller

*Questions concerning employee deaths should be directed to the Office of Casualty Assistance at (202) 736-4302.  
Inquiries concerning deaths of retired employees should be directed to the Office of Retirement at (202) 261-8960.  
For specific questions on submitting an obituary, please contact Zach Abels at [abelszm@state.gov](mailto:abelszm@state.gov).*





# In Memoriam

## Guy J. Davis



Guy J. Davis, 90, died Jan. 27. After serving in the Navy in the late 1940s, he attended the University of Houston. He then entered the Foreign Service, where he began his career as a diplomatic courier. He went on to serve in various capacities in Paris, Frankfurt, Manila, Washington, D.C., Saigon, Tunis, Mogadishu and Bonn. After retiring in 1987, he settled in a quiet suburb of Paris with his wife Germaine.





# In Memoriam

## Karen Hartman



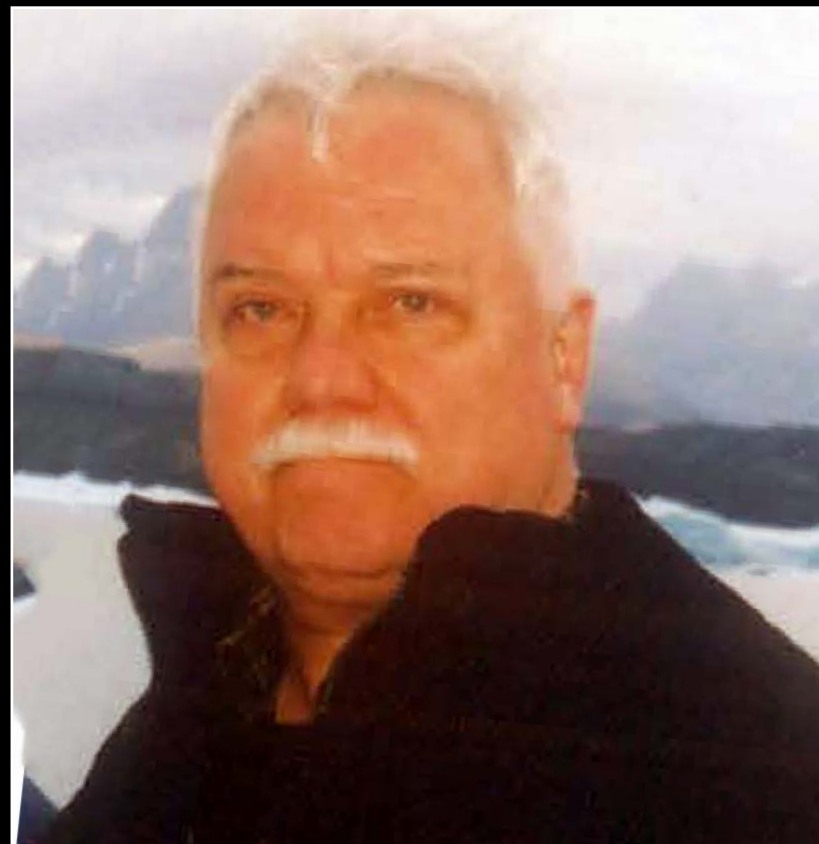
Karen Hartman, 63, died Jan. 14. She earned a bachelor's degree from Michigan State University and a master's from the University of Michigan. She worked at the U.S. Information Service, the American University in Cairo, the University of Mary Washington and the Department of State, serving in Cairo, Nairobi, Pretoria and Rome. She was instrumental in launching collaborative spaces in Europe, Africa and Asia where the use of information technology was demonstrated and taught. In her last year with the Department, she was deputy director of international information programs. She enjoyed golf, tennis, hiking, snorkeling, reading and cooking.





# In Memoriam

## Charles B. Jacobini



Charles B. Jacobini, 72, died Jan. 8. Born in Borger, Texas, he earned a bachelor's degree from Trinity College and a master's degree from Tufts University's Fletcher School of Law and Diplomacy. Jacobini entered the Foreign Service in 1969. He went on to serve in Vietnam, Brazil, Japan, Egypt and Turkey. His last overseas assignment was as economic counselor in Singapore from 1994 to 1995. Jacobini returned to the United States in 1998 and held various positions in the private and public sectors related to trade policy and intelligence analysis. He spent nine months in Belgrade, advising the government of Serbia on its application to join the European Union, and three months at Embassy Tirana as an interim political/economic counselor. For several years, he worked at the Department on scientific cooperation with Ukraine and other former Soviet republics. He retired again in 2012.





# In Memoriam

## Wolfgang John “Wolf” Lehmann



Wolfgang John “Wolf” Lehmann, 96, died Jan. 7. A refugee from Nazi Germany, Lehmann dedicated his life to serving the United States and the cause of democracy and freedom around the world. He began his career in military intelligence and, in 1951, entered the Foreign Service. Among his many postings, he directed the Office of Atomic Energy and Aerospace in the Political-Military Affairs Bureau. He served as consul general at Can Tho in the Mekong Delta in Vietnam, and in Frankfurt, Germany. After retiring from the Foreign Service in 1983, he worked as an independent international affairs consultant. He will be buried in Arlington National Cemetery later this year.





# In Memoriam

## Ann J. Martin



Ann J. Martin, 71, died Dec. 18. Born in Shelbyville, Tenn., she was a graduate of Vanderbilt University. Martin began her career in the Foreign Service at the U.S. Information Agency as a regional librarian. Later, she joined the African Fulbright Branch in the Bureau of Educational and Cultural Affairs as a program officer. After retiring, she was an active and dedicated volunteer with the Arlington Public Library.





# In Memoriam

## Larry G. Piper



Larry G. Piper, 89, died Jan. 13. He joined the Foreign Service in 1958 and served in Spain, Southern Rhodesia, Kenya, Somalia, Bolivia, Nigeria, Sudan, Austria and Angola. He was ambassador to the Republic of The Gambia. His domestic assignments included the U.S. Mission to the United Nations, the Executive Secretariat and Office of the Inspector General, and as a Diplomat in Residence to the University of Texas in Austin. He retired in 1986 to the small Texas town of Sweeny where he raised cattle and served as mayor for 14 years.





# In Memoriam

## Charles J. Rogers



Charles J. Rogers, 91, died Jan. 2. He joined the Marines in June 1945 until his discharge at the end of World War II, only to be reinstated at the outbreak of the Korean War. After his second discharge, Rogers enrolled at the University of San Francisco and earned a bachelor's degree in business and accounting in 1954. He joined the Department not long afterward, working as a diplomatic courier for 10 years in Manila and Frankfurt, among other posts. Later, he worked in the budget and fiscal departments at various embassies, including Nicaragua, Brazil and Bolivia. One of the budgets he prepared was used by the Department as a training example for proper accounting methods. Rogers retired in 1970 and moved to Santa Cruz, Calif., to care for his ailing mother.





# In Memoriam

## William “Bill” John Waller



William “Bill” John Waller, 81, died Jan. 10. Born in Washington, D.C., Waller attended UCLA before joining the Army. He later joined the Foreign Service and, during a career that spanned more than 30 years, served in Naples, Thessaloniki, Athens, Rome, Belgrade, Prague and Kinshasa. After retiring from the Foreign Service, he moved to Kea Au, Hawaii, with his wife Nancy. He opened up his own tax business and assisted many in his community with their returns.





# End State



Constantine, is the capital of Constantine Province in north-eastern Algeria. It is often referred to as the "City of Bridges" due to the numerous picturesque bridges connecting the mountains the city is built on.

*Photo by Mariusz Kluzniak*

